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HOW TO SELECT CHILD CARE

by the
Child Care Resource Center



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**Your Department of
Public Welfare**

Commonwealth of Massachusetts
Michael S. Dukakis, Governor

About the Child Care Resource Center

The Child Care Resource Center (CCRC), founded in 1971, is dedicated to making high-quality child care available to every family who needs it. CCRC is a non-profit child care Resource and Referral agency serving parents, child care providers, employers, and policy makers in the greater Boston area.

The multicultural staff of the Child Care Resource Center has expertise and experience in many aspects of child care, parenting, administration, and advocacy. Services are provided in English, Spanish, Portuguese, French, French/Creole, Cantonese, Toisanese, and Vietnamese.

CCRC informs parents about child care options and types of financial assistance available so that they can become informed consumers of child care. It administers public and private subsidies to help parents who need assistance in paying for child care. Through referrals, individual counseling, workshops, and written materials, it assists parents in finding and evaluating care that meets their needs.

In addition, the Child Care Resource Center offers technical assistance and training opportunities to current and potential child care providers, and provides leadership to employer-supported child care initiatives.

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Introduction

Finding good child care is hard work!

Sometimes just finding a person or a program who has room for your child can take endless phone calls. Even when you find someone who has space, it may cost a lot more or be further away than you expected. On top of all this, every parent worries, "How do I know if this place is safe? How can I tell if my child is going to be happy here?"

In most communities, there are several different types of child care to choose from. You may find that there are only a few providers (people who take care of children) in your area, or there may be dozens. How can you find out what is available and choose the right type of care for your family?

There are many opinions about the best ways to raise children. Every culture has a unique perspective, and there is no single type of child care that is right for everyone. The best way to figure out which child care provider is right for you is to visit several places and compare them. This booklet describes the types of care which might be available in your community, how to find them, and what to look for when you are visiting providers. Although no booklet can make you an expert on child care, this one will make your job a little easier.

Looking for child care is hard work, but it's worth it! Children learn and grow from spending time with other children and adults, particularly with people from different cultural and ethnic backgrounds than their own. Finding and keeping good child care isn't easy, but the peace of mind that comes from knowing that your child is safe and happy will make all your efforts worthwhile.



Q. HOW MUCH WILL CHILD CARE COST?

A. Many parents are surprised at how much child care can cost, especially for infants and toddlers. Full-time child care can cost anywhere between \$40 and \$200 weekly, depending on where you are looking and the type of care you want. In general, a full-time babysitter caring for one child in your home is the most expensive type of care.

Although these fees may seem high, most day care centers have difficulty just making ends meet. This is because operating expenses are very high. Even though the average child care worker earns a very low salary with few benefits, centers must hire a lot of staff to stay open on a full-time basis. Overhead costs like rent, heat, transportation, and insurance, are also very high.

There are a number of types of financial subsidies to help eligible families pay for child care, such as scholarships, vouchers, state-subsidized slots, tax credits, and employer support. For more information, see the Financial Assistance insert enclosed, call your local Child Care Resource and Referral agency, or contact the ET Choices department at your local Department of Public Welfare office.

Q. WHAT SHOULD I DO IF I NEED CHILD CARE RIGHT AWAY?

A. Even if you suddenly discover that you will need child care next week, don't panic. Try to visit a few providers and compare what you like and don't like about them. If you must, make temporary arrangements until you can find something you feel good about. (You could ask a relative or neighbor if she or he would be willing to help you out, or contact a local college to see about a student babysitter.) Trust your instincts. If you choose child care in a hurry or decide on someone who you feel uneasy about, there's a good chance it won't work out, and you'll have to start again.

Q&A ABOUT LOOKING FOR CHILD CARE



Q. HOW LONG IN ADVANCE SHOULD I LOOK FOR CHILD CARE?

A. If at all possible, plan ahead. Some parents who know they will need child care start looking even before their child is born. Many child care programs begin in September, but are already filled up for four to six months in advance. Year-round programs also fill up fast. People who take care of children in their own homes often have waiting lists as well.

Q. WILL I FIND WHAT I WANT?

A. Many communities just don't have enough child care to go around. Day care centers for infants and toddlers are especially hard to find, and they often have long waiting lists. Some types of care, such as family day care or playgroups, are not as "visible," or easy to find as centers. If you need financial assistance for child care, you may have to wait a long time for an opening.

You may have to make some compromises: choosing a different type of care, looking outside your immediate neighborhood, paying more than you expected, or waiting a while before you start using child care.

Q. HOW DO I KNOW MY CHILD WILL BE SAFE?

A. Many parents assume that, because a day care center or family day care provider is licensed by the state Office for Children, it must be good. You should always make sure that the program or provider you choose is licensed; however, licensing sets minimal standards for health, safety, and the basic program. It is not possible to regulate caring and sensitivity to children.

Even if your best friend swears by a particular provider, it is not a guarantee that the provider is right for you and your child. Plan to visit and carefully check out all child care situations yourself. You know best what your child needs and enjoys.

Once your child begins child care, visit often. Talk to your child's provider as often as possible. If you can, get involved in your child's day care program. As a parent, you have the chance to visit your child care situation two times a day if you want to, whereas licensors can't.

Q. ONCE I FIND CHILD CARE, WILL I BE ALL SET?

A. When planning child care, it's important to look ahead. Your child will change as he or she grows. What may be a good situation now may not suit your child's needs in a year or two. Most parents find that they will need to use several different child care arrangements throughout their child's early years. You'll also need to plan ahead for times when your child is sick, or when the provider takes a vacation, or if your current arrangement falls through. It's a good idea to have in mind what you might do in these situations before they occur!

DAY CARE CENTERS

provide full- or part-time child care in a group setting with planned educational activities. Centers are usually open from 8:00 or 8:30 a.m. to 5:00 or 5:30 p.m., twelve months a year. Day care centers are licensed by the state and must meet minimal health, safety, and staffing requirements. There are group day care programs for infants, toddlers and preschoolers, and for older children during non-school hours (see the description of School-Age Child Care on page 7).

If you choose a day care center...

- Your child will be in a group of children his/her own age with activities planned especially for that age group. This is especially important to children who are ready to make friends and play with others. Group size is regulated by the Office for Children:

For infants (0-15 months): one adult with every 3 children, in groups no larger than 7 children;

For toddlers (15-33 months): one adult for the first 4 children, and another for the next 5, in groups no larger than 9 children;

For preschoolers (2 years 9 months to 4 years 9 months): one adult for every 10 children, in groups no larger than 20 children;

For school-age children (groups in which most children are older than 7 years old): one adult for every 15 children, in groups no larger than 30.

BUT Some children, particularly those under age three, are not ready to be in a larger group of children or find it hard to relate to more than one adult.

TYPES OF CHILD CARE



Martha works full-time at a bank. She's happy with her three-year-old's day care center because she likes her daughter's teacher and it is right across the street from work. Her daughter enjoys being with a group of children her own age and loves all the things there are to do at the center.

- Your child will be cared for by loving, experienced child care workers. Many day care workers have degrees in early childhood education. Some day care centers also have consultants or teachers who are trained to work with children who have special needs.

BUT There is a shortage of experienced day care teachers. Many teachers are leaving the field because the wages are so low. Because of this, many centers are having trouble finding and keeping experienced teachers. Find out how long the average teachers has worked at your center.



NURSERY SCHOOLS

offer group programs primarily for two-and-one-half to four-year-old children. Most programs are open three to four hours a day and usually follow the public school calendar. Many provide extended hours until 2 or 3 p.m. Nursery schools are licensed by the state under the same regulations as day care centers.

If you choose a nursery school...

- Your child will be with a group of children close to the same age. He or she will probably spend time with only one or two teachers. The activities will be planned with a shorter day in mind.

BUT The nursery school will probably close on public school vacations, snow days, and some months in the summer. You will need to find other care for these times if you need year-round day care.

Tim teaches until 1 p.m. He is able to drop his son off at a nursery school and pick him up on his way home. On the days when he has late meetings, his son goes home with a classmate.

SCHOOL-AGE CHILD CARE PROGRAMS

(often called after-school or extended day programs) provide activities for school-age children before and/or after the regular school day, or during school holidays and vacations. Some public school systems provide an "extended day" program themselves; others have been started by day care centers, community groups, or by groups of parents needing a school-age version of the "playgroup." Licensing regulations for school-age programs in Massachusetts are being developed.

Mariko takes her children to Sheila's house across the street, on the way to the bus for her training program. The oldest boy will go to school and come home with Sheila's kids. The baby will spend the day with Sheila and the other children she cares for. Sheila is a family day care provider.

FAMILY DAY CARE

is care for children in someone else's home. Often family day care providers are parents themselves. They care for up to six children in a group, including their own children. No more than two of these children can be under age two, unless the provider has an approved assistant working with her or him. Individuals may start their own business and become **independent** family day care providers, or they may join what is called a "family day care **system**," or network. A family day care system is an agency which screens, trains, oversees, and provides back-up support to family day care providers. In either case, anyone who takes care of children in their own home must register with the Massachusetts Office for Children and their home must meet certain health and safety requirements.

If you choose family day care...

- You will find more family day care available than other types of care, especially if your child is under two years nine months. You have a good chance of finding someone in your own neighborhood. If you have a school-age child, he or she can walk or take the bus to family day care.
- Your child will be in a homelike atmosphere with children of different ages and backgrounds. Some children are happier in a small group.

BUT For a variety of reasons, family day care providers may decide to stop caring for children at any time. Although some providers continue for years and years, others may decide to stop for business or personal reasons.

BUT The other children in the group might not be the right match for your child's age or personality.

- Your child will be cared for by just one other adult, who will get to know your child's wants and needs, and develop a special closeness.

BUT Your relationship with the provider will be especially important. Sometimes parents feel jealous of the special relationship their child has with his/her family day care provider. You will want to be sure that you and the provider agree on how your child should be treated. You want to feel that the provider respects you and your values.

PLAYGROUPS

are informal child care arrangements made by a group of families. Playgroups usually operate in these families' homes, and either the parents take turns caring for the children, or they hire a teacher and split the cost. This care is most often used with toddlers.

The Valenzuelas' babysitter arrives at 7:30 a.m. After the older child's school bus leaves, she cares for the Valenzuelas' six-month-old and five-year-old. In the afternoon, she helps the five-year-old get on the bus to kindergarten. After school, she supervises the three children and starts dinner for Mrs. Valenzuela, who arrives home at 5:30.

BABYSITTING OR IN-HOME CARE

is care for children in their own home.

If you choose babysitting or in-home care...

- Your child won't have to be taken anywhere, saving you time and energy. He or she will be at home with her/his familiar toys and playthings.
- You will be able to hire somebody for the hours you need care and the work you need done for you. This is especially helpful if you don't work 9 to 5 or if you have children who need help getting to and from school while you are gone.

BUT Unless you drop in unexpectedly or arrange for a neighbor to come by from time to time, you really won't know how things are going between the sitter and your child.

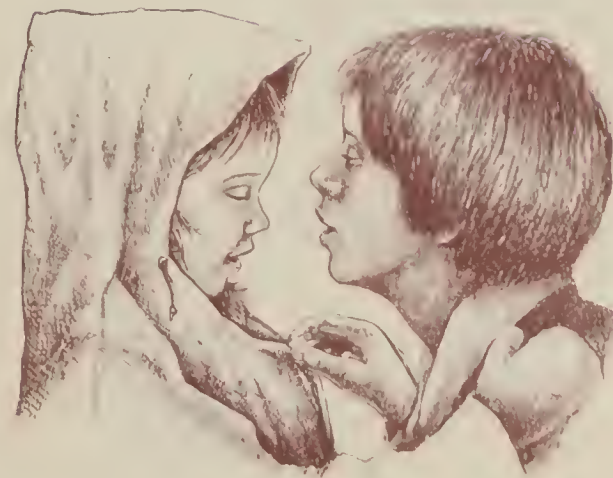
BUT You may have to search really hard to find someone you like and trust. Unless they are extremely well-paid, babysitters frequently leave to find a job that pays better. They may also quit because they feel isolated from other adults.

WHERE TO BEGIN

Finding convenient, affordable, good quality child care can take a lot of time! Your local Child Care Resource and Referral agency can help you get started. Resource and referral counselors can give you important information about which family day care providers, day care centers, or other types of care in your area might have a place for your child. They can also give you advice about fees and forms of financial assistance for which you might be eligible, and suggestions on how to select child care. If you are looking for a babysitter, they may be able to make some suggestions about how to find someone.

If there is no Child Care Resource and Referral agency in your area, contact your local Office for Children. If you are a participant in the ET Choices program, contact your ET worker. You can also check the Yellow Pages and in the local paper, or run your own ad in the paper. Bulletin boards in the library, the laundromat, grocery stores, and at children's clothing, toy and bookstores are also possibilities. Friends, neighbors, relatives, and coworkers often have some leads.

FINDING CHILD CARE



PHONE SCREENING

Begin by telephoning possible child care providers. If you are calling a day care center, ask for either the director or admissions person. Ask if this is a good time to talk for a few minutes. You will want this person's undivided attention.

If English is not your first language, see if you can find someone to listen with or call for you, and to come with you when you visit providers.

Describe what you're looking for, including:

1. The age of your child;
2. The hours you need care; and
3. When you need to start using child care.

Ask about:

1. Location
2. Transportation
3. Group size
4. Costs
5. Program philosophy

While you are listening, think about:

1. Does this person make you feel comfortable?
2. Is s/he giving you clear answers to your questions?
3. Does s/he seem easy to discuss problems with?
4. Is s/he receptive to your ethnic and cultural background?

Remember, it's your right to check into child care situations and it's the responsibility of good child care providers to give you the information you need and to understand your concerns for your child. You are not asking someone to do you a favor, you are hiring someone to do a very important job for you.

MAKING AN APPOINTMENT

Set up a time to visit a few providers. Plan to spend between one and two hours visiting each situation. You may want to make two visits: one alone and one with your child. Seeing your child with the provider may help you make a decision. In addition, visiting a program before their first day helps children adjust to a new setting.

When visiting a day care center or nursery school, ask to spend time observing the group that your child will be in. If possible, ask to spend some time (10–15 minutes) with the teacher who will be caring for your child.

When visiting a family day care home, ask to visit at a time when children will be present and active. Make it clear that you just want to quietly observe. After you visit, you might ask about calling or coming back at another time when the family day care provider is free to really talk to you and answer other questions you might have.

SIGNS OF GOOD QUALITY

No matter what type of child care you choose, it will work best for you if it is good quality. You want to feel confident that your child is with caring and responsible people and in a safe and pleasant place. As you make your choice, you will have to consider things like the hours you will need care, what you can afford, location, and the availability of transportation if needed. But in terms of quality, **the two most important things to look for are:**

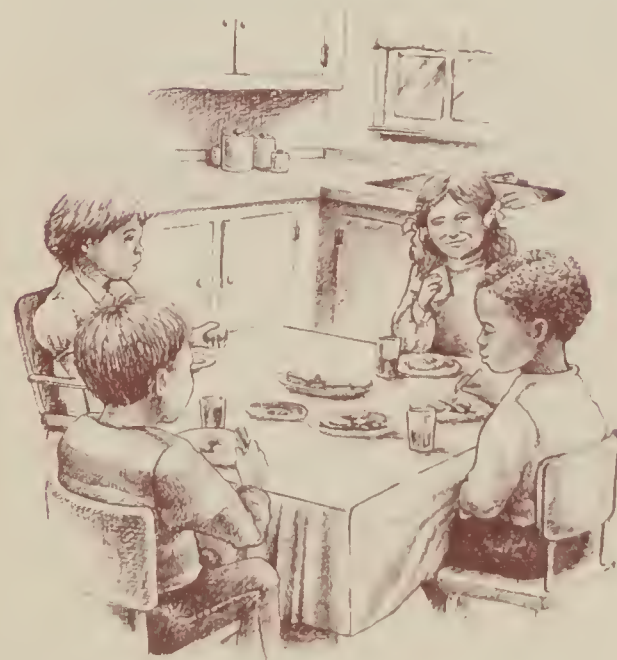
1. **Caring, responsible adults who understand young children; and**
2. **A safe, healthy environment.**

THE VISIT

When you visit a child care program or provider, you should observe and find out about the following three things.

1. **The teacher or family day care provider** who will be caring for your child—how does she or he spend time with the children? What does that tell you about how they see their job with children?
2. **The space** (both inside and outdoors) where your child will spend his or her time. What does the space feel like? Could you picture your child spending a happy day here? Be sure that you look at all spaces your child will be using including **napping areas, changing area and bathrooms, and outside space.**
3. **The program**—what your child will be doing during the day. Look for a child who might be about the same age or personality as your child. How is that child spending his or her time? What might it feel like to be that child in this child care situation?

CHOOSING CHILD CARE



The Teacher or Family Day Care Provider

A good caregiver is:

Someone who truly likes children. S/he:

- Listens with interest while you describe your child.
- Takes real pleasure in your child when s/he smiles, coos, speaks.
- Is involved with children rather than just directing their activities.
- Can tell you about the interests and activities of the children s/he is caring for.

Someone who is in tune with children. S/he:

- Is sensitive to your child's style and will wait before asking a lot of questions if your child seems shy.
 - Approaches your infant carefully and watches to see how s/he likes to be handled.
 - Has experience with children of different ages and understands their needs.
 - Encourages boys and girls equally.
 - Talks with children, not at them.
- Children should look like they enjoy talking with or listening to him/her.

Someone who uses discipline in a positive way. S/he:

- Sets limits in a way that does not punish or shame children.
- Sounds sure and matter-of-fact when stopping undesirable behavior, not angry or threatening.

Someone who cares about parents. S/he:

- Listens to what you want for your child and asks questions about how you do things.
- Does not talk about the private affairs of the parents of the children s/he cares for.
- Encourages you to participate in your child's day care.
- Welcomes you to meet regularly with her/him and any other adults who care for your child.
- Understands and appreciates different class, cultural, and ethnic styles.

The Space

Your child's surroundings should be pleasant and secure.

- The adults and children should look generally happy and relaxed.
- The space that children use should be reasonably free of clutter and should be bright and attractive.
- The space should not feel crowded. There should be room for all children to move around freely, and places to go for privacy and quiet.
- There should be a clean and safe outside yard or playground for children to use. There should be opportunities during the day for children of all ages to get outside.
- If children of many ages will be together, there should be spaces for each age group to play without interference from older or younger children.
- There should be enough materials for everyone. The places where toys are kept and used should be clearly indicated.

- The space should feel cozy and comfortable. Children need soft places to curl up and play or rest. A day care center should not look like an elementary school classroom with lots of tables and desks. A big empty space can make little children feel overwhelmed.
- The educational equipment and the surroundings should reflect ethnic and cultural diversity.

Your child should be in a clean, childproofed space.

- Cribs, high chairs, and other equipment should be stable and in good condition. Electric outlets should be covered and wires kept out of the way. Child-level windows and radiators should be appropriately protected for children. There should be gates in front of unsupervised stairwells and doorways.
- The bathroom and diapering areas should be clean. There should be water nearby for handwashing and a clean cover for the changing area after every change.
- Food preparation and storage areas should be cleaned frequently and kept separate from the bathroom and diapering areas. Meals should be fresh, nutritious, and appealing.
- Outside play space should be free of waste, protected from traffic, and safe for infant/toddler outdoor play. There should be hard and soft areas for ball-play, bikeriding, digging, and just sitting.

- There should be a well supplied first aid cabinet. Staff should be trained in first aid.
- There should be regularly scheduled fire drills and a plan for emergencies. Phone numbers for the police, the fire department, and a poison control center should be posted near the phone; parent phone numbers should be easily accessible. If a program is licensed for children with special needs, a special emergency plan should be prepared.
- Medicines, poisons, and paints should be kept out of children's sight and reach, preferably in a locked closet. Rooms should be free of sharp edges and of small objects that young children could swallow.

Your child should have a daily schedule and interesting things to do that suit his/her personality and needs.

Your child's teacher or provider should be able to describe what a typical day might be like for your child. Your child should have a balance of active and quiet play and indoor and outdoor time. Activities should allow all children to try things for themselves and to handle and explore a variety of materials. In a family day care home, the television should only be used for a small part of the day, if it is used at all. You should approve of the shows your child will watch.

Every age group has its own particular needs.

- **Infants** need food and sleep but exactly how much and when changes rapidly. Your provider should be able to adjust his/her schedule to meet your child's needs. Infants should have a variety of places to sit and lie throughout the day. There should be things for them to look at, reach for, listen to, and put in their mouths to explore.

- **Toddlers** should have big blocks of time for free play; eating and naptime should probably be the only activities with set times. Toddlers need safe spaces to explore and try out their new movement skills. They enjoy experimenting with toys that allow them to pound, drop, and dump objects.

- **Preschoolers** need at least one or two times during the day when they can choose their own activities. Some preschool programs are teacher- or adult-directed, with lots of scheduled activities. Others are more child-directed, with lots of time for children to choose their activities. Either type of program can be good, depending on what seems right for your child.

Preschoolers enjoy materials such as blocks, puzzles, and games to test out new skills. They need to experiment with paints, clay, playdough, paste, crayons, and markers. There should also be chances for your preschooler to take walks and short trips and to be exposed to interesting daily adult activities such as cooking, cleaning, and building.

- **School-age children** need time to relax and to play after a full day of structured time at school. School-age children enjoy projects that enable them to make "real things" such as cooking, crafts, and building projects. Sports and games with rules are also of interest to this age.

DANGER SIGNALS

The stories about child abuse in child care programs frighten everyone. It is easy to overlook the fact that the vast majority of abuse takes place in children's own homes and with people they know well. Worrying about child abuse makes some parents feel guilty and uneasy about using child care at all. It is important to remember that there are many caring and dedicated people in the child care field who share your concern about child abuse.

Good child care providers want to reassure you that your child will be well cared for. If you feel that something is "not right" about a situation or that you are not being given enough information, ask more questions or look elsewhere. Following your instincts will help you feel more confident that you have made good arrangements for your child.

The following signals should rule out a child care situation from your final choice.

- The provider does not want you to visit the program or ask specific questions about what your child will do during the day.
- The children move about at the program without any guidance from the provider for thirty minutes or more: they have no apparent involvement with anything or anyone.
- The provider does not respond to the children. He or she looks past them when talking to them and gives the general impression of not caring about or responding to the children's presence.
- The provider seems overwhelmed with the work and responsibility of caring for children.
- The provider is physically rough and spansks, hits, or uses harsh language with the children.
- The house or center is dirty and/or unsafe.
- After your child has begun, the provider does not want you to visit without calling first.
- After an adjustment period of a month or so, your child appears unhappy and suddenly doesn't seem to be eating or sleeping well and doesn't have much enthusiasm for playing with you, other children, and his/her toys.
- Your child does not want to go to day care and expresses some fear of the people or situation.

SORTING OUT WHAT YOU SEE

After thinking over the pros and cons of several centers, one mother decided that the center with the friendly and well trained teachers and the exciting looking classrooms was worth taking an extra bus to get to.

Another parent came home very excited about the friendly, relaxed day care provider she just visited but after jotting down some pros and cons decided that the cost and the number of children in that day care home would not make this a good choice.

Every child care situation that you visit will probably have some good and some bad points. Many parents find it helpful to sit down after they visit and sort out what they have seen and heard. A checklist is one way to help you to figure out which situation has met most of the things you were hoping for. It may also help you to look for and ask questions about what is most important to you. You may want to use the enclosed checklist to help you evaluate child care situations.

Once you've made your choice, your job won't be over. It's important to establish a good relationship with the provider. Caring for children is difficult and tiring work and good providers deserve respect for what they do. It's important to be clear about what you expect and be sure you understand what your child's provider needs and expects so that tensions don't build up.

Make a clear contract with your provider. If you choose a child care center, you will probably be given a contract to sign and written center policies. **Make sure you understand the center's policies before you begin.**

If you use family day care or an in-home provider, you may not have any contract or written policies. We recommend that you have some sort of written contract. (See the sample contract on the next page.)

Discuss:

- Meals and snacks to be given.
- Other adults who may be working with your child.
- Concerns you have about behavior or activities you'd like to be encouraged/discouraged.
- Instructions for giving medicine or special foods.

Establish a regular time to talk.

Keeping in touch with your provider is very important. Even in the best of situations tensions and misunderstanding occur. The best way to avoid problems is to keep talking. Drop-off or pick-up times can be difficult times to talk. Some ways that parents and providers regularly communicate are:

- By phone at certain quiet times during the day or at night.
- At arrival or pick-up time on specific days.
- Through notes in lunchboxes or child's bag.
- At prearranged conference times.

MAKING CHILD CARE WORK



Stay involved

One of the best ways to assure yourself that your child is OK and to get to know your child's provider is to spend some time visiting. You should feel welcome in your child's day care center or family day care home. Offer to help out on special events or drop-in on your lunch hour. Get involved in center-parent committees if they are available. If you are unable to visit often, you might want to send a special snack for the children or offer to loan the child care provider an interesting toy or game that you have. A thank you note or a flower to a child care provider can do much to create happy feelings. Whatever you do, you'll find that the time you spend will be well worth the effort.

SAMPLE CONTRACT

The following is an agreement between (parent) and (provider) concerning the care of _____, (birth date), and _____, (birth date).

HOURS AND FEES:

Child care will be provided between the hours of _____ and _____, at a fee of _____ per hour or per week. The parent also pays an additional _____ per ½ hour when late in picking up the child at the end of the day. The parent agrees to make an effort to contact the provider by _____ on days when the child will not be coming.

The fee includes _____ but not _____, which the parent provides.

Provision for payment for sick days or vacation days:

OTHER CONDITIONS:

1. The parent gives consent for the provider to take the child for medical care in an emergency.
2. The child may ride in a car with the provider as long as a seat belt or approved infant car restraint is used.
3. The parent will notify the provider if anyone else will be picking the child up from day care. The following people are authorized to do so: _____.
4. Both parent and provider will give each other ample warning (____ weeks) about vacations, termination of services or other changes.
5. The parent will not bring a child to the family day care home with a contagious illness, fever or _____ (other).
6. The parent will leave a complete change of clothing, appropriate for the weather, at the family day care home.

This agreement is effective from _____, 19____ until _____, 19____. Fees may be renegotiated on _____.

Parent's Signature _____ Date _____

Provider's Signature _____ Date _____

The Massachusetts Department of Public Welfare Employment and Training Program, ET CHOICES, is designed especially for parents receiving AFDC. ET CHOICES offers a chance to learn skills, get an education, and find a good job.

ET CHOICES provides many different programs. Through ET, you learn the things you need to know to get a good job. Career Planning is one of the programs offered. It helps you to choose a job that meets your needs. If you need more education, we offer a range of options. These options include: GED preparation, community college vouchers, English as a Second Language, and Basic Skills. There is also skills training available. If you have a limited work history, Supported Work gives you a chance to gain a positive work experience. If you want to go directly into a job, trained employment counselors through our Employment Network will help you write a resume and provide you with contacts in the business world.

Supportive services are an important part of ET CHOICES. While you are in training or looking for a job, ET CHOICES provides you with a travel allowance. It also offers low-cost day care services. You can get expert help in finding the day care you, and your children, need.

Once you land a job, ET CHOICES pays part of the cost of your day care for one full year from the day you start working. You will have time to get into a DSS contracted slot.

If you wish to find out more about what ET CHOICES can do for you, call your local welfare office. Ask to speak with an ET worker.

ET CHOICES wants to serve you. Our bottom line is your success.

About the ET CHOICES Program



Address correction requested.